

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION**

Meeting of the Commission  
December 14, 2011  
11:00 a.m.

James R. Thompson Center  
Murdock Room - IDHS  
Suite 5-300  
100 West Randolph Street  
Chicago, IL 60601

and

Lincoln Land Training Center  
130 W. Mason Street  
Room 104  
Springfield, Illinois

**MINUTES**

**PRESENT:**

**Commissioners**

In Chicago

Martin R. Castro, Chairman  
David Chang  
Robert A. Cantone  
Terry Cosgrove  
Nabi Fakhroddin  
Spencer Leak, Sr.  
Munir Muhammad (Via telephone)  
Rozanne Ronen  
David J. Walsh  
Patricia Bakalis Yadgir

In Springfield

Marti Baricevic

Absent

Marylee V. Freeman  
Diane M. Viverito

**Staff**

N. Keith Chambers  
Dr. Ewa I. Ewa  
Michael J. Evans  
Donyelle L. Gray  
Evelio Mora  
Christine Welninski  
LaNade Bridges

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**Members of Public:** None

**NOTICE:**

Public meetings and closed meetings of the Illinois Human Rights Commission are audio recorded.

**I. Call to Order**

On December 14, 2011, at 11:00 a.m., Chairman Martin R. Castro called to order a meeting of the Illinois Human Rights Commission.

Pursuant to the Illinois Open Meetings Act, 5 ILCS 120/1 et seq., it was determined that:

- 1) A quorum of the public body was present at the meeting.
- 2) Prior to the meeting, Commissioners Freeman and Viverito gave notice (and good cause as defined by the Illinois Open Meetings Act) to the Acting General Counsel and Secretary of the Public Body, Donyelle L. Gray, that they would be unable to attend today's meeting.
- 3) Prior to the meeting Commissioner Muhammad requested to participate via telephone. The Commission voted to allow Commissioner Muhammad to participate in the meeting via telephone. Motion made by Commissioner Nabi and seconded by Commissioner Cosgrove. Motion carried 10-0.

**II. Consideration of Minutes**

November 30, 2011

The Commission voted to approve the minutes of the November 30, 2011, as submitted by staff. Motion to approve the minutes made by Commissioner Nabi and seconded by Commissioner Leak. Motion carried 11-0.

**III. Chairman's Report**

*Martin R. Castro, Chairman*

Due to the close proximity between the November 30, 2011 *en banc* meeting and the December 14, 2011 *en banc* meeting, the Chairman had nothing new to report.

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**IV. Staff Reports**

*A. N. Keith Chambers, Executive Director*

Mr. Chambers distributed a draft of the Commission's 2011 Annual Report to the Commissioners. Mr. Chambers requested the Commissioners provide him with comments and feedback regarding the Report by the end of the month. Mr. Chambers stated he will also be adding information about the Torture Inquiry and Relief Commission to the Report.

Mr. Chambers also reported that he is currently working with the Governor's Office regarding the Commission's 2013 budget. Mr. Chambers reported that the Commission will be submitting a revised budget within the next week.

*B. Dr. Ewa I. Ewa, Chief Fiscal Officer*

Dr. Ewa informed the Commissioners that the Commission's biannual audit was completed and that there were no significant findings.

*C. Michael J. Evans, Chief Administrative Law Judge*

Judge Evans submitted the Administrative Law Section's statistics for the month of November 2011 in writing.

*D. Donyelle L. Gray, Acting General Counsel*

Ms. Gray provided a brief update on a case currently pending before the Commission. A male couple filed a discrimination complaint with the Commission alleging public accommodation discrimination based on sexual orientation after a bed and breakfast refused to host the couple's civil union ceremony. Ms. Gray indicated the case was receiving some media attention, and that the case was still in the preliminary, pre-hearing stage of proceedings.

**V. New Business**

*Commissioner Chang, Legislative Committee Chair:*  
*Legislative Committee Report—Adding Protection Against Bullying to the Act*

Commissioner Chang reported that the Commission's Legislative Committee had met and discussed the possibility of the Illinois Human Rights Act being amended to include protection against bullying. Other attendees of the Committee meeting—Chairman Castro, Commissioners Yadgir and Cantone, Mr. Chambers and Ms. Gray—provided information regarding the Committee's discussion.

The Commissioners as a body discussed the matter and decided to engage in some further due diligence to determine more about the scope of bullying protection currently provided by the State of Illinois, and what other stakeholders already have done or plan

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to do regarding bullying. The matter would then be discussed further by the Commissioners.

**VI. Executive Session**

Executive Session

Pursuant to 5 ILCS § 120/2(c)(1) and 5 ILCS § 120/2(c)(11) of the Open Meetings Act, the Commissioners voted to close a portion of the public meeting at 11:46 a.m. Motion made by Chairman Castro, seconded by Commissioner Nabi. Motion carried 11-0.

At 12:16 p.m., the open meeting resumed.

**VII. Adjournment**

The meeting was adjourned at 12:17 a.m. Motion made by Commissioner Walsh, seconded by Commissioner Leak. Motion carried 11-0.

Respectfully submitted,

Donyelle L. Gray  
Acting General Counsel